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MINORITY GROUP STUDY

AS OF 30 JUNE 1976

PREPARED BY:
OP / CD / SRB



25X1

MINORITY GROUP STUDY

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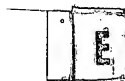
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A

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SUMMARY OF BLACK EMPLOYMENT

AS OF 30 JUNE 1975

25X9 1. Black Staff Employment totaled 876 as of 30 June 1975 which is an increase of 116 from June 1974; which increased the ratio of Black employment of the total population to This is the highest percentage of Black Employment in the history of the Agency. (TAB A)

25X9 2. The National Photographic Interpretation Center (R Career Service) and the Office of Logistics (ML Career Service) employ the largest percentage of Black employees: of the total. Logistics is Black and 25X9 NPIC is Black, which is almost twice the percentage of the next 25X9 highest employing complement. (TAB B & C)

3. There is a large disparity in the average grades of the racial groups studied. Black employees, 7.18; White employees, 10.45; and, Other racial groups currently coded, 10.50. These average grades are higher for the Black and White employees and the other Racial groups than they were in June 1974. (TAB E Computed)

4. There was an actual gain of 116 in the Black GS population with the GS-grades and the Wage Board salaries both increasing. (TAB F)

25X9

A

B



D



AGENCY ON DUTY STRENGTH

BY RACE BY GRADE BY PER CENT OF AGENCY GRADE

AS OF 30 JUNE 1975

(Con't)

PAY CATEGORY	TOTAL	% of BLACK	% of %OTHER	% of WHITE
Less than \$6,000	-	-	-	-
\$6,000 - \$6,999	-	-	-	-
\$7,000 - \$7,999	-	-	-	-
\$8,000 - \$8,999	8	37.5	-	62.5
\$9,000 - \$9,999	5	60.0	-	40.0
\$10,000 - \$10,999	20	50.0	-	50.0
\$11,000 - \$11,999	36	61.1	5.6	33.3
\$12,000 - \$12,999	34	38.2	-	61.8
\$13,000 - \$13,999	42	33.3	-	66.7
\$14,000 - \$14,999	10	50.0	10.0	40.0
\$15,000 - \$15,999	9	22.2	-	77.8
\$16,000 - \$16,999	24	20.8	-	79.2
\$17,000 - \$17,999	18	38.9	-	61.1
\$18,000 - \$18,999	44	11.4	-	88.6
\$19,000 - \$19,999	3	-	-	100.0
\$20,000 and over	77	7.8	1.3	90.9
Other Pay Plans	51	-	-	100.0
\$20,000 and over	51	-	-	100.0

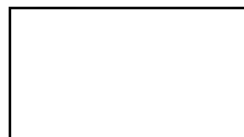
MINORITY GROUP EMPLOYMENT REPORT

AS OF 30 JUNE 1975

(Continued)

Pay Category	Total	Black	Other	White
Other Pay Plans - Total	51	-	-	51
Less than \$6,000	-	-	-	-
\$ 6,000 - \$ 6,999	-	-	-	-
7,000 - 7,999	-	-	-	-
8,000 - 8,999	-	-	-	-
9,000 - 9,999	-	-	-	-
10,000 - 10,999	-	-	-	-
11,000 - 11,999	-	-	-	-
12,000 - 12,999	-	-	-	-
13,000 - 13,999	-	-	-	-
14,000 - 14,999	-	-	-	-
15,000 - 15,999	-	-	-	-
16,000 - 16,999	-	-	-	-
17,000 - 17,999	-	-	-	-
18,000 - 18,999	-	-	-	-
19,000 - 19,999	-	-	-	-
20,000 and Over	51	-	-	51

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SUMMARY OF BLACK EMPLOYMENT

As of 30 SEPTEMBER 1972

25X9 1. Black staff employment totaled [] as of 30 September 1972
25X9 which represented [] of the total Agency strength. This is an
increase of 10 employees since May 1972 whereas the white and oriental
employment decreased by [] during the same period.

2. The highest concentration of black employment was in the
Directorate of Intelligence, 9.95%, and the lowest concentration
was in the Office of the Director, 1.26%. The Directorate for
Intelligence has 45% of all the blacks employed by the Agency and
the Support Directorate has 32%.

3. The relative position of blacks in GS levels increased
slightly during the four month period from May through September
1972. The employees under GS-04 increased by 21 due to new hires
during the summer; the GS09's and above increased by 8; and, the
GS-05 through GS-08's decreased by 14 for a net increase of 15 to
the GS on duty strength.

4. The average grade for black employees was 6.60 compared
to the non-black employees average grade of 10.29. There was one
black promoted to the GS-15 level during the past four months which
made him the highest level black in the Agency.

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MINORITY GROUP STUDY
(CIVILIAN STAFF PERSONNEL ONLY)
As of 30 September 1972

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MINORITY GROUP STUDY

(Civilian Staff Personnel Only)

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A

B



D

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MINORITY GROUP EMPLOYMENT REPORT

As of 30 September 1972

(Continued)

Pay Category	Total	Black	Oriental	All Other
Wage Board - Total	370	112	-	258
Less than \$2,000	-	-	-	-
\$2,000 - \$2,499	-	-	-	-
2,500 - 2,999	-	-	-	-
3,000 - 3,499	-	-	-	-
3,500 - 3,999	-	-	-	-
4,000 - 4,499	-	-	-	-
4,500 - 4,999	-	-	-	-
5,000 - 5,499	-	-	-	-
5,500 - 5,999	-	-	-	-
6,000 - 6,499	-	-	-	-
6,500 - 6,999	11	5	-	6
7,000 - 7,999	30	17	-	13
8,000 - 8,999	41	26	-	15
9,000 - 9,999	58	19	-	39
10,000 and Over	230	45	-	185

MINORITY GROUP EMPLOYMENT REPORT

As of 30 September 1972

(continued)

Pay Category	Total	Black	Oriental	All Other
Other Pay Plans - Total	51	-	-	51
Less than \$2,000	-	-	-	-
\$2,000 - \$2,499	-	-	-	-
2,500 - 2,999	-	-	-	-
3,000 - 3,499	-	-	-	-
3,500 - 3,999	-	-	-	-
4,000 - 4,499	-	-	-	-
4,500 - 4,999	-	-	-	-
5,000 - 5,499	-	-	-	-
5,500 - 5,999	-	-	-	-
6,000 - 6,499	-	-	-	-
6,500 - 6,999	-	-	-	-
7,000 - 7,999	-	-	-	-
8,000 - 8,999	-	-	-	-
9,000 - 9,999	-	-	-	-
10,000 and Over	51	-	-	51



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